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ABSTRACT

The purpose of this investigation was to determine the effects of sex status of college-level physical educators employed in either combined or separate departments on their response patterns to various questions regarding the merger process. The analyses revealed significant differences in response patterns: (1) In both combined and separate departments men differed from women in their academic rank and their 1974-75 salary; (2) In merged departments men differed from women regarding whether or not there should be an equal number of male and female faculty in a combined department and whether or not there should be an equal number of male and female administrators in a combined department; and (3) In separate departments men differed from women in the highest degree they earned, their tenure status, their attitude towards the merger process, their belief concerning who should be the chairperson of a merged department, and their perceptions regarding the comparability of the physical education facilities at their institutions. (Author/JMF)

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THE MERGER PROCESS AS PERCEIVED BY MALE AND FEMALE PHYSICAL EDUCATORS

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THE MERGER PROCESS AS PERCEIVED BY MALE AND FEMALE PHYSICAL EDUCATORS*.

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In this age of accountability, tight money, cutbacks in faculty, elimination of programs, and the like, university administrators are taking a hard look at areas in which there may be a possibility of saving money. Those physical education departments at schools which have had separate status by sex have received close scruitiny lately. When physical education departments are separated by sex, the possibility of duplication of classes exists as well as a duplication of administrators and some budget items.

It has taken a time for Deans, Chancellors, Presidents and whoever else makes decisions concerning academic departments to be aware of the frequent redundancys which have existed in the departments. Perhaps formerly they were aware of the situation, but because of an abundance of students and financial support, it never really disturbed many of them enough to affect any move in a different direction. Recently, however, there has been a movement in the direction of merging physical education departments at those schools which have had separate departments. We have seen recent mergers at Universities in Minnesota, Illinois, Colorado, Missouri, Iowa, and Nebraska. Before long we may have a difficult time identifying those schools which have physical education departments which are not merged.

Usually the transaction from a separate department status to a merged department status poses some difficulties for the people involved. Frequently, these difficulties can be traced to the uncertainties which exist regarding the merger process. It seems reasonable to assume that when people enter into the merger process with a fairly clear idea of just what is involved, where they may be going, and how they can get there, the chances of success for the merger are improved.

The investigators believe that a clear understanding of how men and women who are employed in either a separate or a combined physical education department react to issues which relate to the merger process will provide additional information to improve the chances for the successful merging of physical education departments. Therefore, the purpose of this investigation was to determine the effects of sex status of college-level physical educators employed in combined or separate physical education departments on their response pattern to various questions regarding the merger process.

Procedures for Collection of Data

Chairpersons of both the men's physical education department and the women's physical education department at 500 randomly selected institutions in the United States were sent a postcard to determine their present administrative status (merged or separated), whether they

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would object to a questionnaire being sent to the faculty in their department concerning the merging of physical education departments, and the number of full-time faculty in their department.

Of the postcards which were returned with complete data, 316 were from combined departments and 58 were from separate departments. The chairpersons identified 3527 faculty as being from merged departments and 940 faculty as being from separate departments.

Because a decision was made to send out approximately 2,000 questionnaires, 850 to faculty in separate departments and 1150 to faculty in combined departments, some sampling was involved. Two factors, geographic location and department size were regarded as being relevant in the sampling process.

In January, 1975, 846 faculty members from 53 departments located in 43 different institutions in 26 states were sent separate department questionnaires, and 1142 faculty from 85 departments located in 44 different states were sent combined department questionnaires. Thus, in the total sample, departments in 48 states were represented.

By the middle of February 1975, 401 of the answer sheets from the separate departments (47.4%) and 539 of the answer sheets from combined departments (47.2%) were returned by respondents.

Analysis of Data

For this paper 22 questions were analyzed, six of which were answered by all respondents, ten by faculty in combined departments and six by faculty in separate departments. Since the sex of each respondent was known it was possible to prepare contingency tables to ascertain if this factor affected the response patterns to the questions which were examined. For the Chi-square analyses, the .01 level of significance was selected to designate the region of rejection for all null hypotheses.

Three of the six questions answered by both faculty in combined and separate departments, two of ten questions answered by faculty in merged departments, and three of six questions answered by faculty in separate departments were significantly influenced by the sex of the respondents.

General Information Questions

When respondents were asked to indicate their age (Table I), the highest degree they earned (Table II), and the number of years they taught at the college level (Table III), the investigators were unable to detect any significant differences in the response patterns for those faculty who were employed in combined departments and merged

Table I

Chi-square Analysis for Question IA

1. What is your age?
   A. 20-29
   B. 30-39
   C. 40-49
   D. 50-59
   E. 60 or over

Separate Department Faculty Responses

	A	B	C	D	E	
Females	28 (15%)	58 (30%)	66 (34%)	29 (15%)	11 (06%)	N=192
Males	14 (07%)	66 (32%)	67 (32%)	48 (23%)	13 (06%)	N=208

$X^2 = 9.42$

Merged Department Faculty Responses

	A	B	C	D	E	
Females	33 (15%)	73 (35%)	72 (34%)	25 (12%)	9 (04%)	N=212
Males	33 (19%)	106 (33%)	96 (29%)	68 (21%)	23 (07%)	N=326

$X^2 = 11.89$

$X^2_{.01}$ (df = 4) = 13.28

Table II

Chi-square Analysis for Question 2A

2A. What is the highest degree you have earned?
- A. Bachelor's Degree
- B. M.A., M.S., M.Ed., M.P.E.
- C. Ph.D., P.E.D. or Ed.D.
- D. Directorate or Specialist degree

Separate Department Faculty Responses

	A & B	C & D	
Females	117 (61%)	75 (39%)	N=192
Males	107 (51%)	101 (49%)	N=208

$X^2 = 3.65$

Merged Department Faculty Responses

	A & B	C & D	
Females	135 (64%)	77 (36%)	N=212
Males	171 (52%)	152 (46%)	N= 327

$X^2 = 6.03$

$X^2_{.01}$ (df = 1) = 6.64

Table III

Chi-square Analysis for Question 3A

3A. How many years have you taught at the college level?
- A. 0-5 years
- B. 6-10 years
- C. 11-15 years
- D. 16-20 years
- E. 21 or more years

Separate Department Faculty Responses

	A	B	C	D	E	
Females	41 (21%)	62 (33%)	34 (18%)	27 (14%)	27 (14%)	N=191
Males	36 (17%)	54 (26%)	40 (19%)	32 (15%)	47 (23%)	N=209

$x^2 = 6.39$

Merged Department Faculty Responses

	A	B	C	D	E	
Females	48 (23%)	65 (31%)	45 (21%)	26 (12%)	28 (13%)	N=212
Males	63 (19%)	102 (32%)	53 (16%)	37 (11%)	72 (22%)	N=327

$x^2 = 7.98$

$x^2_{.01}$ (df = 4) = 13.28

departments. However, differences were found when the investigators analyzed the responses to questions regarding academic rank, tenure status and salary for 1974-75.

Question 4: What is your academic rank? For both male and female faculty employed in separate and merged departments, there was a significant response differential for this question (Table IV).

In general, the data in Table IV reveal that in both merged and separate departments, higher percentages of women than men hold ranks of instructor and assistant professor while higher percentages of men than women hold the rank of full professor.

Question 5: Are you tenured? For this question there was a significant difference between the response pattern of the males and females who were employed in separate physical education departments but no significant difference for male and female faculty employed in merged departments (Table V). A visual inspection of the data reveals that the trend is for more men than women in separate departments to be tenured.

Question 6: What is your salary for 1974-75? For both male and female faculty employed in separate and merged departments, there was a significant response differential for this question (Table VI). Only 31 of 191 female respondents (16%) in separate departments earned $17,000 or more during 1974-75 while 80 of 208 male respondents (38%) of the same group earned $17,000 or more. For the merged departments, the percentages of those female and male faculty who earned $17,000 or more was 12% and 26%, respectively.

Questions Answered by Merged Department Faculty

The following statements seem appropriate in summarizing the general information questions answered by both faculty in separate physical education departments and merged physical education departments.

1. In separate departments, there was no difference between men and women in terms of age, highest degree earned or years taught at the college level, but there were differences found in favor of men in regard to their rank, tenure and salary.

2. In combined departments, no differences were found between men and women in terms of their age, highest degree earned, years taught, and tenure status, but differences were found in favor of the men regarding rank and salary.

Questions Answered by Merged Department Faculty

When faculties in merged departments were asked about reasons for their merger (Table VII), feelings toward their merger (Table VIII),

Table IV

Chi-square Analysis for Question 4A

4A. What is your academic rank?
A. Instructor
B. Assistant Professor
C. Associate Professor
D. Professor
E. Other. Please specify _____

Separate Department Faculty Response

	A	B	C	D	E	
Females	46 (24%)	75 (39%)	35 (18%)	32 (17%)	4 (02%)	N=192
Males	28 (13%)	63 (30%)	51 (25%)	63 (30%)	4 (02%)	N=209

$X^2 = 17.83^*$

Merged Department Faculty Responses

	A	B	C	D	E	
Females	48 (23%)	84 (40%)	47 (22%)	27 (13%)	5 (02%)	N=211
Males	54 (16%)	108 (33%)	71 (22%)	88 (27%)	6 (02%)	N=327

$X^2 = 16.43^*$

$X^2_{.01}$ (df = 4) = 13.28
*Significant X^2 value

Table V

Chi-square Analysis for Question 5A

5A. Are you tenured at your institution?
A. Yes
B. No

Separate Department Faculty Responses

	A	B	
Females	111 (58%)	79 (42%)	N=190
Males	152 (73%)	55 (27%)	N=207

$x^2 = 9.98$*

Merged Department Faculty Responses

	A	B	
Females	121 (58%)	89 (42%)	N=210
Males	202 (63%)	121 (37%)	N=323

$x^2 = 1.29$

$x^2_{.01}$ (df = 1) = 6.64
*Significant x^2 value

Table VI

Chi-square Analysis for Question 6A

6A. What will be your salary for 1974-75?
- A. Less than $10,000
- B. $10,000-$12,499
- C. $12,500-$14,999
- D. $15,000-$17,500
- E. More than $17,500

Separate Department Faculty Responses

	A	B	C	D	E	
Females	30 (16%)	55 (29%)	51 (27%)	24 (12%)	31 (16%)	N=191
Males	8 (04%)	25 (12%)	56 (27%)	39 (19%)	80 (38%)	N=208

$X^2 = 48.79^*$

Merged Department Faculty Response

	A	B	C	D	E	
Females	35 (17%)	62 (29%)	46 (22%)	43 (20%)	27 (12%)	N=212
Males	20 (06%)	56 (16%)	91 (26%)	94 (26%)	93 (26%)	N= 54

$X^2 = 42.96^*$

$X^2_{.01}$ (df = 4) = 13.28

*Significant X^2 value

Table VII

Chi-square Analysis for Question 7A

7A. Which of the following best describes why the merger at your institution took place?

A. Federal government pressure (Title IX).
B. Higher administrative pressure.
C. Budgeting considerations.
D. All of the above.
E. Other.

	A	B	C	D	E	
Females	7 (08%)	32 (37%)	16 (18%)	9 (10%)	23 (27%)	N=87
Males	7 (08%)	25 (28%)	16 (18%)	14 (16%)	26 (30%)	N=88

$X^2 = 2.12$

$X^2_{.01}$ (df = 4) = 13.28

Table VIII

Chi-square Analysis for Question 8A

8A. Which of the following best describes <u>your</u> feelings toward the merger?

A. Completely support the merger.
B. Support the merger but not enthusiastically.
C. Have no feelings about the merger either way.
D. Have reservations about the merger.
E. Do not support the merger.

	A	B	C	D	E	
Females	51 (59%)	15 (17%)	5 (06%)	12 (14%)	4 (04%)	N=87
Males	53 (59%)	10 (11%)	9 (10%)	11 (12%)	7 (08%)	N=90

$x^2 = 2.99$

$x^2_{.01}$ (df = 4) = 13.28

a characterization of their merger (Table IX), satisfaction regarding their chairperson (Table X), the effect of the merger on their teaching load (Table XII), and the existance of any major disagreements between the men and women in their department (Table XIII and XIV), the response patterns of the two sexes were quite similar. However, two questions which were related to a balance between numbers of male and female faculty members and male and female administrators brought significantly different response patterns for the males and females. The specific questions follow:

Question 13A: Do you believe that a combined department should have an approximately equal number of male and female faculty members? There was a striking difference between the response pattern of the male and female respondents. In general we can see that the females believed there should be a balance while the men did not (Table XV).

Question 14A: Should a combined department have an approximately equal number of administrative positions for men and for women. The responses to this question were also significantly influenced by the sex status of the respondents. Again a higher percentage of women than men answered affirmatively, the responses being nearly identical to those of the preceding question (Table XVI).

Questions Answered by Separate Department Faculty

For the six questions which were answered by only those respondents who were employed in physical education departments which were separate, the males and females did not differ in their responses to questions regarding the prospects of a merger at their institutions (Table XVII), their willingness to share physical education facilities (Table XVIII), and their impression of whether or not conflicts existed between the men's and women's physical education departments at their institutions (Table XIX).

The investigators, however, did find that male and female respondents differed regarding their attitudes towards the merging of departments, who the chairperson should be for a merged department, and their impressions of the quality of the men's and women's physical education faculties at their institutions. The specific responses by sex to these questions follow.

Question 8B: Which of the following best describes your attitude towards the merger of separate men's and women's physical education departments? The response pattern to this question was different for the males and females who returned questionnaires (Table XX). The data trend indicates the men to favor a merger more than the women. We can see that 69% of the male respondents regard the merging of departments to be either essential or desirable versus 52% of the female respondents. There were 21% of the female respondents who believed that merging was undesirable while only 9% of the male respondents selected this response.

Table IX

Chi-square Analysis for Question 9A

9A. How would you characterize the recent merger of men's and women's physical education departments at your institution?

A. Very smooth, few if any problems.
B. Successful, but minor difficulties existed.
C. Partially successful, trying experience for some faculty.
D. Unsuccessful due to difficulties involved.
E. Chaotic, many major problems were encountered.

	A	B	C	D	E	
Females	13 (16%)	37 (46%)	23 (28%)	5 (06%)	3 (04%)	N=81
Males	30 (34%)	32 (36%)	19 (21%)	2 (02%)	6 (07%)	N=89

$X^2 = 9.39$

$X^2_{.01}$ (df = 4) = 13.28

Table X

Chi-square Analysis for Question 10A

10A. Are you satisfied that your chairperson was the best choice of those considered for the department at the time of the merger?

A. Yes.
B. No.
C. Uncertain.

	A	B	C	
Females	57 (67%)	13 (15%)	15 (18%)	N=85
Males	58 (64%)	9 (10%)	23 (26%)	N=90

$X^2 = 2.27$

$X^2_{.01}$ (df = 2) = 9.21

Table XI

Chi-square Analysis for Question 11A

11A. What effect did the merging of the men's and women's physical education departments have on the number of full-time positions for the combined department?

A. Provided more positions.
B. Provided fewer positions.
C. Provided same number of positions.
D. Do not know.

	A	B	C	D	
Females	3 (04%)	16 (18%)	60 (68%)	9 (10%)	N=88
Males	3 (03%)	12 (13%)	67 (73%)	10 (11%)	N=92

$X^2 = .92$

$X^2_{.01}$ (df = 3) = 11.35

Table XII

Chi-square Analysis for Question 12A

12A. What effect did the merger have upon your teaching load?

A. Increased.
B. Decreased.
C. Remained the same.

	A	B	C	
Females	12 (14%)	10 (12%)	63 (74%)	N=85
Males	8 (09%)	6 (07%)	76 (84%)	N=90

$X^2 = 2.87$

$X^2_{.01}$ (df = 2) = 9.21

Table XIII

Chi-square Analysis for Question 15A

15A. Would you say that there are any major disagreements that exist between the men and women in your department?
A. Yes
B. No
C. Uncertain

	A	B	C	
Females	41 (48%)	37 (43%)	8 (09%)	N=86
Males	14 (45%)	36 (39%)	15 (16%)	N=92

$x^2 = 1.94$

$x^2_{.01}$ (df = 2) = 9.21

Table XIV

Chi-square Analysis for Question 16A

16A. If your answer to the previous question was "yes," which of the following represents the greatest source of those disagreements?

A. Emphasis on program.
B. Personality.
C. Salaries.
D. Teaching load.
E. Other.

	A	B	C	D	E	
Females	27 (57%)	7 (15%)	5 (10%)	4 (08%)	5 (10%)	N=48
Males	18 (35%)	17 (33%)	7 (13%)	3 (06%)	7 (13%)	N=52

$X^2 = 6.62$

$X^2_{.01}$ (df = 4) = 13.28

Table XV

Chi-square Analysis for Question 13A

13A. Do you believe that a combined department should have an approximately equal number of male and female faculty members?

A. Yes.
B. No.
C. No feelings regarding this question.

	A	B	C	
Females	117 (57%)	40 (19%)	49 (24%)	N=206
Males	90 (28%)	136 (43%)	93 (29%)	N=319

$X^2 = 47.39$*

$X^2_{.01}$ (df = 2) = 9.21

*Significant X^2 value

Table XVI

Chi-square Analysis for Question 14A

14A. Should a combined department have an approximately equal number of administrative positions for men and for women?
A. Yes.
B. No.
C. No feelings regarding this question.

	A	B	C	
Females	121 (58%)	43 (20%)	46 (22%)	N=210
Males	101 (32%)	124 (39%)	95 (29%)	N=320

$X^2 = 36.87^*$

$X^2_{.01}$ (df = 2) = 9.21
*Significant X^2 value

Table XVII

Chi-square Analysis for Question 7B

7B. What are the prospects of a merger at your institution?

A. Currently merging.
B. Future merger probable.
C. Future merger possible.
D. Never the twain shall meet.
E. Uncertain.

	A	B	C	D	E	
Females	33 (18%)	50 (27%)	54 (29%)	13 (07%)	35 (19%)	N=185
Males	23 (12%)	77 (39%)	67 (34%)	10 (05%)	21 (10%)	N=198

$X^2 = 12.39$

$X^2_{.01}$ (df = 4) = 13.28

Table XVIII

Chi-square Analysis for Question 11B

11B. If the departments of physical education for men and for women at your institution share facilities, do they do so willingly?

A. Always.
B. Almost always.
C. Sometimes.
D. Almost never.
E. Never.

	A	B	C	D	E	
Females	31 (17%)	69 (37%)	60 (32%)	26 (13%)	1 (01%)	N=187
Males	20 (10%)	94 (47%)	65 (33%)	14 (07%)	5 (03%)	N=198

$X^2 = 12.37$

$X^2_{.01}$ (df = 4) = 13.28

Table XIX

Chi-square Analysis for Question 12B

12B. Would you say that there are any conflicts between the men's and women's physical education departments at your institution and if so, which of the following represents the greatest source of these conflicts?

A. No conflicts.
B. Yes, emphasis on program.
C. Yes, facilities.
D. Yes, salaries or teaching load.
E. Yes, other.

	A	B	C	D	E	
Females	20 (11%)	79 (45%)	19 (11%)	29 (16%)	30 (17%)	N=177
Males	22 (11%)	77 (39%)	23 (12%)	32 (16%)	43 (22%)	N=197

$x^2 = 1.90$

$x^2_{.01}$ (df = 4) = 13.28

Table XX

Chi-square Analysis for Question 8B

8B. Which of the following best describes your attitude towards the merger of separate men's and women's physical education departments?

A. Essential.
B. Desirable.
C. Not certain or no feeling.
D. Not needed.
E. Undesirable.

	A	B	C	D	E	
Females	29 (15%)	70 (37%)	23 (12%)	28 (15%)	38 (21%)	N=188
Males	37 (18%)	102 (51%)	27 (13%)	19 (09%)	17 (09%)	N=202

$X^2 = 16.50^*$

$X^2_{.01}$ (df = 4) = 13.28

*Significant X^2 value

Question 9B: In the event of a merger, who should be chairperson of the combined department? The respondents differed regarding who should be the chairperson (Table XXI). Although the largest percentage of both men and women believed that the best qualified person in a search conducted inside and outside of their department should be chosen, a larger percentage of the women respondents (61%) than the men respondents (44%) chose this alternative. Also a higher proportion of men than women felt the chairperson could be selected from within.

Question 10B: Do you believe the quality of facilities for men and for women at your institution is comparable? One would not expect that there would be much disagreement between the sexes regarding this question, but this was hardly the case (Table XXII). In general, the men felt the facilities to be equal, but the women felt the men had the better facilities.

Conclusions

Within the limits of this study the following conclusions can be made:

1. In both combined and separate departments male respondents differed from female respondents in their academic rank and their 1974-75 salary.

2. In merged departments male respondents differed from female respondents regarding whether or not there should be an equal number of male and female faculty in a combined department and whether or not there should be an equal number of male and female administrators in a combined department.

3. In separate departments male respondents differed from female respondents in their tenure status, their attitude towards the merger process, their belief concerning who should be the chairperson of a merged department, and their perceptions regarding the comparability of the physical education facilities at their institutions.

Table XXI

Chi-square Analysis for Question 9B

9B. In the event of a merger, who should be chairperson of the combined departments?

A. Better qualified of the chairpersons of the separate departments.
B. Best qualified of faculty in a search within both departments.
C. Best qualified person in a search conducted inside and outside of your institution.
D. Have no feelings regarding who the person should be.

	A	B	C	D	
Females	40 (22%)	24 (13%)	110 (61%)	7 (04%)	N=181
Males	48 (24%)	46 (23%)	86 (44%)	16 (09%)	N=196

$X^2 = 13.53^*$

$X^2_{.01}$ (df = 3) = 11.35

*Significant X^2 value

Table XXII

Chi-square Analysis for Question 10B

10B. Do you believe the quality of facilities for men and for women at your institution is comparable?

A. Yes.
B. No, men better.
C. No, women better.
D. Uncertain.

	A	B	C	D	
Females	67 (35%)	104 (55%)	15 (08%)	4 (02%)	N=190
Males	114 (56%)	43 (21%)	41 (20%)	7 (03%)	N=205

$X^2 = 49.91^*$

$X^2_{.01}$ (df = 3) = 11.35

*Significant X^2 value